



Whistle Blowing Policy

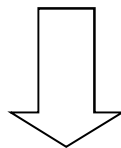
Avon Ski Club acknowledges the need for a 'Whistle Blowing Policy' in line with the Public Interest Disclosure Act 1998. It is also important to have procedures for enabling staff and volunteers to share, in confidence with a designated person (Child Protection Officer), concerns they may have about a colleague's behaviour.

This may be behaviour linked to child abuse or behaviour that pushes boundaries beyond acceptable limits. If this is consistently ignored a culture may develop within an organisation whereby staff and young people are 'silenced'.

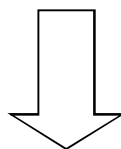
Avon Ski Club is fully supportive of Whistle Blowing for the sake of the child, and will provide support and protect those who whistle blow. While it is difficult to express concerns about colleagues, it is important that these concerns are communicated to the designate child protection officer. All staff and volunteers will be encouraged to talk to the designated officer if they become aware of anything that makes them feel uncomfortable.

Process for 'Whistle Blowing.'

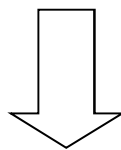
Someone's behaviour, an incident or event causes you to feel uncomfortable and concerned?



Contact Avon Ski Club's Child Protection Officer as soon as possible and report your concern.



Log your concern on paper and keep secure. Include details of people involved, dates and times, signing the log and giving a copy to the Child Protection Officer



Observe the guidance notes on confidentiality within Avon Ski Club's Child Protection Policy

